

To the Members of the California State Assembly:

I am returning Assembly Bill 2593 without my signature.

This bill seeks to provide relief for unionized employers and employees in the transportation industry from California's confusing meal period laws and regulations. This confusion has resulted in costly litigation against employers and even termination of employees that do not comply with the law's burdensome requirements. While well-intentioned, I cannot support this bill because it singles out a specific group of employers and employees for relief from a problem that plagues almost every industry in this state.

In addition, this legislation could inadvertently impact pending litigation as well as potential rulemaking. A number of recent court cases have significantly impacted meal period law. One recent appellate decision could effectively invalidate large portions of the Industrial Welfare Commission's Wage Orders. Such an action would have a significant effect on employers and employees throughout California. While I appreciate that the sponsors and supporters of the bill need the relief sought, I cannot support legislation that addresses this issues in such a narrow manner.

The Labor and Workforce Development Agency is closely monitoring these cases to determine what actions it can take to provide better guidance to employer and employees on how to comply with the law. It is premature to take any legislative action until these pending court cases and regulatory matters have been resolved.

Sincerely,

Arnold Schwarzenegger